Indian Affairs Career Development Roadmap

		Core Competencies	Recommended Learning Experiences	Recommended Course Options
Leading and Managing Organizations	**Executives** →	Entrepreneurship External Awareness Vision	• Complete self-study online courses • Engage in self-directed learning through books, webinars, and / or seminars • Participate in executive-level task force committees • Complete a 360 degree assessment and obtain/ review results	• Mandatory Agency training courses • Skillsoft curriculum: o "Management and Leadership" • Visit IA Career Development for training resources
Leading and Managing Programs and Staff	**Managers, Supervisors** →	Strategic Thinking Accountability Conflict Management Human Capital Management Developing Others	• Complete a 360 degree assessment and obtain / review results • Develop an IDP based on 360 degree assessment review and feedback • Engage in self-directed learning through books, webinars, and / or seminars • Participate in external education / training courses	• Mandatory Agency training courses • Skillsoft curriculum: o "Management and Leadership" • Visit IA Career Development for training resources
Investing In Yourself	**All Employees** →	Continual Learning Professional Development Leadership Skills	• Complete a 360 degree assessment and obtain / review results • Develop an IDP with Supervisor • Engage in cross training within program • Participate in external education / training courses	• Mandatory Agency training courses • Skillsoft curriculum: o "Professional Effectiveness" • Visit IA Career Development for training resources

Learning Your Role	**New Employees** →	Interpersonal Skills
		Communication Skills
		Problem Solving Skills
		Technology Skills
		Basic Skills Refresher
		Onboarding / HR
			• Develop an IDP with Supervisor
			• Engage in cross training within program
			• Participate in external education / training courses
				• Mandatory Agency training courses
				• Skillsoft curricula:
				  o "Professional Effectiveness"
				  o "Desktop Computer Skills"
				• Visit IA Career Development for training resources